

**STATE OF GEORGIA  
COUNTY OF FULTON  
CITY OF SOUTH FULTON**

**RESOLUTION NO. 2017-062**

**RESOLUTION TO ADOPT AN AMENDED PAY AND CLASS SCALE FOR THE CITY OF SOUTH FULTON, GEORGIA, TO APPROVE THE HUMAN RESOURCES DIRECTOR'S USE THEREOF, AND FOR VARIOUS OTHER PURPOSES.**

**WHEREAS**, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia;

**WHEREAS**, Section 4.15 of the City Charter authorizes the City Council to establish personnel policies and procedures;

**WHEREAS**, Sec. 1-6002 of the City of South Fulton Code of Ordinances authorizes the City Council to adopt and approve a pay and classification schedule for use by the Human Resources director;

**WHEREAS**, at the July 25 regular meeting of the City Council, the City Council adopted a pay and classification schedule for City employees as part of the City's employment policy;

**WHEREAS**, at the September 19, 2017 Special Call Meeting of the City Council, the City Council adopted the Fiscal Year 2018 Final Budget for the City;

**WHEREAS**, the City's Fiscal Year 2018 Final Budget adjusted certain job classifications and added positions not included in the City's current pay and classification schedule;

**WHEREAS**, the City finds it to be in the public interest and for the protection of the public welfare to amend and update the City's pay and class schedule in accordance with the City's Fiscal Year 2018 Final Budget:

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City as follows:

1. **Adoption of Amended Pay and Class System.** That the amended pay and class schedule attached hereto and incorporated herein as a part of this Resolution is hereby adopted by the City and is approved for use by the Human Resources director.
2. **Full Force and Effect.** That this Resolution shall be and remain in full force and effect from and after its date of adoption.


3. **Severability.** To the extent, any portion of this Resolution is declared invalid, unenforceable or non-binding, that shall not affect the remaining portions of this Resolution.
4. **Repeal of Conflicting Provisions.** All City Resolutions are hereby repealed to the extent they are inconsistent with this resolution.
5. **Effective Date.** This Resolution shall take effect immediately.

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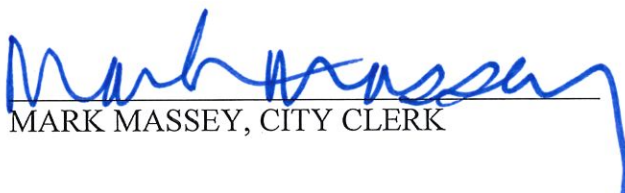
The foregoing Resolution No. **2017-062** adopted on **October 17, 2017**, was offered by Councilmember **Gumbs**, who moved its approval. The motion was seconded by Councilmember **Gilyard**, and being put to a vote, the result was as follows:

	<b>AYE</b>	<b>NAY</b>
<b>William “Bill” Edwards, Mayor</b>	_____	_____
<b>Catherine Foster Rowell, Mayor Pro Tem</b>	_____√_____	_____
<b>Carmalitha Lizandra Gumbs</b>	_____√_____	_____
<b>Helen Zenobia Willis</b>	_____√_____	_____
<b>Gertrude Naeema Gilyard</b>	_____√_____	_____
<b>Rosie Jackson</b>	_____√_____	_____
<b>khalid kamau</b>	_____√_____	_____
<b>Mark Baker</b>	_____√_____	_____

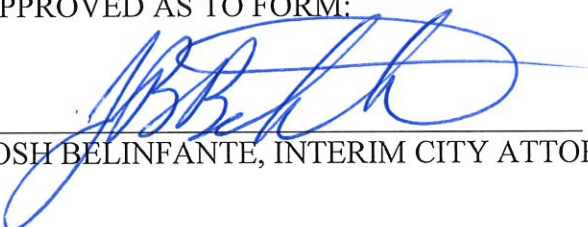
THIS RESOLUTION adopted this 17th day of October 2017. CITY OF SOUTH  
FULTON, GEORGIA

  
WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:

  
MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

  
JOSH BELINFANTE, INTERIM CITY ATTORNEY





# CITY OF SOUTH FULTON PAY & CLASS UPDATE

Zina Cooper,  
Director of Human Resources  
October 10, 2017

# PRESENTATION OBJECTIVES

- ▶ Update Pay & Class Post Budget
  - ▶ As a result of the proposed and approved headcount requirements to support the 2018 budget and in compliance with prior Personnel Resolutions and Amendments requiring all positions be in the Pay & Class schedule
  - ▶ To ensure all job titles for existing SSD departments (Parks & Rec, Police and Fire) are included in the Pay & Class
  - ▶ To ensure all required positions for the start up of the Municipal Court are included in the Pay & Class
- ▶ Present Classification and Title Changes
  - ▶ With the on-boarding of the Director of Community Development Services, the job evaluation and fine tuning of the roles and responsibilities required a reclassification of some positions and titles
  - ▶ Compression issues were identified in Police and GIS that needed to be addressed



# NARRATIVE

## ► New Titles

- Building Permit Inspector
- Code Enforcement Administrator
- Information Technology Director
- Legislative Specialist
- Network Administrator
- Public Relations specialist
- Records Administrator
- Records and Documents Supervisor
- Storm Water Inspector
- Criminal Information Systems Technician (Police IT)

## ► Courts

- Chief Judge (Contract 4 year term)
- Clerk of Municipal Court
- Deputy Court Administrator - Professional Services
- Municipal Court Clerk
- Municipal Court Administrator
- Pre-Trial Officer
- Probation Officer
- Program & Probation Manager
- Court Reporter (Contract)
- Solicitor (Contract)

# Additional Adjustments

- ▶ Compression and Classification Issues
  - ▶ GIS Analyst - Job evaluation and compression
  - ▶ GIS Specialist Supervisor - Job evaluation and compression
  - ▶ Police Sergeant - Police Sergeant and Police Officer III classified at same level in error



# UPDATED ANALYSIS 10.10.2017

CITY OF SOUTH FULTON  
PAY CLASSIFICATION SCHEDULE  
REVISED OCTOBER 10, 2017

ACTIVE STAFF- Fulton Title	Men	Max	DCA Job Title	Min	Max	Proposed COF Job Title	Grade	Min	Mid	Max	DAYS FOR MIN
BUILDING INSPECTOR	\$42,202	\$44,204	Building Inspector	\$38,022	\$45,822	BUILDING PERMIT INSPECTOR	13	\$38,636	\$48,264	\$58,172	43,288.85
CHIEF JUDGE	Determined by STATE		Municipal Court Judge (1st year)	\$51,236	\$53,238	CHIEF JUDGE (CONTRACT PROFESSIONAL SERVICE - 4 YEAR)	26	\$52,368	\$72,471	\$82,087	30.00
NO EQUIVALENT	N/A		Municipal Court Clerk	\$51,286	\$72,787	CLERK OF MUNICIPAL COURT	25	\$52,368	\$72,471	\$82,087	30.00
COURT REPORTER	\$42,237	\$42,237	Court Reporter	\$41,289	\$41,289	CODE ENFORCEMENT ADMINISTRATOR	27	\$38,848	\$58,887	\$72,744	\$412.21
CRIMINAL INFORMATION SYSTEMS TECHNICIAN	\$45,145	\$42,702	No Equivalent		\$41,904	COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	14	\$38,127	\$42,260	\$52,674	\$7.87
COURT PROGRAM ADMINISTRATOR	\$44,777	\$47,146	Accident Court Administrator, Operations	\$38,237	\$102,245	DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$42,539	\$54,413	\$68,237	\$5,821.57
FLEET SERVICE & COORDINATOR	\$40,839	\$78,403	No Equivalent			FLEET SERVICE & COORDINATOR	20	\$42,539	\$54,413	\$68,237	\$7,350.43
G18 SPECIALIST III	\$67,355	\$78,737	No Equivalent			G18 ANALYST	24	\$54,486	\$68,029	\$81,682	\$3,382.05
G18 SPECIALIST SUPERVISOR	\$73,044	\$73,044	Information Technology Director	\$104,178	\$154,105	INFORMATION TECHNOLOGY DIRECTOR	31	\$82,388	\$118,529	\$139,722	\$42,647.51
EROSION AND SOIL CONTROL INSPECTOR	\$41,289	\$41,289	No Equivalent			LAND DEVELOPMENT INSPECTOR	18	\$42,513	\$51,222	\$62,121	\$245.82
COUNCIL ASSISTANT	\$35,135	\$52,703	No Equivalent			LEGISLATIVE SPECIALIST (COUNCIL AID)	17	\$35,127	\$42,380	\$52,574	\$7.87
COURT CLERK	\$121,021	\$131,532	Court Clerk, Senior	\$56,145	\$62,703	MUNICIPAL COURT CLERK	14	\$38,648	\$58,887	\$72,744	\$52,574.78
NETWORK ADMINISTRATOR	\$46,370	\$46,370	Network Administrator	\$56,529	\$68,427	MUNICIPAL COURT ADMINISTRATOR	27	\$64,486	\$82,029	\$101,682	\$97.86
POLICE SERGEANT	\$44,338	\$48,695	SERGEANT, POLICE DEPARTMENT	\$56,784	\$78,201	NETWORK ADMINISTRATOR	24	\$48,058	\$59,880	\$71,824	\$3,158.40
PRE-TRIAL RELEASE OFFICER II	\$44,338	\$48,695	No Equivalent			POLICE SERGEANT	22	\$41,613	\$51,222	\$62,121	\$2,822.05
PROBATION OFFICER	\$44,338	\$48,695	No Equivalent			PRE-TRIAL OFFICER	18	\$41,613	\$51,222	\$62,121	\$2,822.05
COURT PROGRAM ADMINISTRATOR	\$47,168	\$47,168	Accident Court Administrator, Operations	\$38,237	\$102,245	PROBATION OFFICER	25	\$52,368	\$72,471	\$82,087	\$82,087
ASSISTANT PUBLIC DEFENDER IV	\$75,165	\$112,734	No Equivalent			PROGRAM & PROBATION MANAGER	18	\$38,848	\$58,887	\$72,744	\$58,887
COMMUNITY RELATION & COORDINATOR	\$39,736	\$39,736	No Equivalent			PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	22	\$38,848	\$58,887	\$72,744	\$58,887
RECORDS ADMINISTRATOR	\$42,285	\$42,285	No Equivalent			PUBLIC RELATIONS SPECIALIST	18	\$38,848	\$58,887	\$72,744	\$58,887
RECORDS AND DOCUMENTS SUPERVISOR	Determined by STATE		Municipal Court Auditor	\$51,183	\$87,209	RECORDS & PROBATION SUPERVISOR	22	\$51,459	\$61,222	\$72,744	\$72,744
TELEPHONE	\$46,370	\$46,370	Environmental Quality Accounts	\$38,736	\$59,204	RECORDS AND DOCUMENTS SUPERVISOR	18	\$41,613	\$51,222	\$62,121	\$2,822.05
STORM WATER INSPECTOR	\$38,202	\$57,203	Environmental Quality Accounts	\$38,736	\$59,204	TELEPHONE	17	\$38,235	\$47,917	\$57,443	\$152.53



# PROPOSED PAY & CLASS FOR COSF 10.10.2017

Proposed COSF Job title	Grade	Min	Mid	Max
ACCOUNTANT	25	\$58,856	\$73,471	\$88,087
ACCOUNTING ASSOCIATE	19	\$41,513	\$51,822	\$62,131
ADMINISTRATIVE COORDINATOR I	18	\$39,536	\$49,354	\$59,172
ADMINISTRATIVE COORDINATOR II	19	\$41,513	\$51,822	\$62,131
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564	\$79,349	\$95,134
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711
ADMINISTRATIVE CLERK	8	\$27,730	\$34,616	\$41,502
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151
AQUATIC SUPERVISOR	19	\$41,513	\$51,822	\$62,131
ARBORIST	19	\$41,513	\$51,822	\$62,131
ASSISTANT TO THE CITY MANAGER	31	\$93,396	\$116,589	\$139,782
AUDIOVISUAL TECHNICIAN	17	\$38,385	\$47,917	\$57,448
BUDGET ANALYST	22	\$48,056	\$59,990	\$71,924
BUDGET MANAGER	30	\$86,478	\$107,953	\$129,428
BUILDING DEPUTY INSPECTOR	18	\$39,536	\$49,354	\$59,172
BUSINESS TAX INSPECTOR	16	\$37,267	\$46,521	\$55,775
BUSINESS TAX SPECIALIST	11	\$32,146	\$40,129	\$48,112
CHIEF FINANCIAL OFFICER	34	\$117,653	\$146,869	\$176,086
CHIEF JUDGE	28	\$74,141	\$92,552	\$110,964
CITY CLERK	28	\$80,072	\$99,957	\$119,841
CITY ENGINEER	28	\$74,141	\$92,552	\$110,964
CLERK OF MUNICIPAL COURT	25	\$58,856	\$73,471	\$88,087
CODE ENFORCEMENT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775
CODE ENFORCEMENT TEAM LEADER	18	\$39,536	\$49,354	\$59,172
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	\$116,589	\$139,782
COMMUNICATIONS & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744
CONTROLLER	31	\$93,396	\$116,589	\$139,782
COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	18	\$39,536	\$49,354	\$59,172
CREW LEADER	13	\$34,104	\$42,571	\$51,042
CREW SUPERVISOR	19	\$41,513	\$51,822	\$62,131
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499
CRIMINAL INVESTIGATIONS SYSTEMS TECHNICIAN	14	\$35,127	\$43,589	\$52,574
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134
DEPUTY CITY ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$58,856	\$73,471	\$88,087
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841
DEPUTY DIRECTOR, PLANNING	29	\$80,072	\$99,957	\$119,841
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562
DEVELOPMENT SITE INSPECTOR	20	\$43,589	\$54,413	\$65,237
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237

DIRECTOR OF HUMAN RESOURCES	31	\$93,396	\$116,589	\$139,782
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	31	\$93,396	\$116,589	\$139,782
DIRECTOR, PARKS & RECREATION	31	\$93,396	\$116,589	\$139,782
DIRECTOR, TRANSPORTATION	31	\$93,396	\$116,589	\$139,782
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141	\$92,552	\$110,964
ENGINEERING TECHNICIAN, SENIOR	18	\$39,536	\$49,354	\$59,172
ENVIRONMENTAL COURT COORDINATOR	20	\$43,589	\$54,413	\$65,237
EQUIPMENT OPERATOR	19	\$41,513	\$51,822	\$62,131
EQUIPMENT OPERATOR, SENIOR	10	\$31,210	\$38,961	\$46,711
EROSION AND SOIL INSPECTOR	12	\$33,111	\$41,333	\$49,556
EXECUTIVE ASSISTANT	19	\$41,513	\$51,822	\$62,131
EXECUTIVE ASSISTANT MAYOR	21	\$45,768	\$57,133	\$68,499
FINANCIAL SYSTEMS MANAGER	26	\$63,564	\$79,349	\$95,134
FIRE BATTALION CHIEF	27	\$68,649	\$85,697	\$102,744
FIRE CAPTAIN	26	\$63,564	\$79,349	\$95,134
FIRE CHIEF	34	\$117,653	\$146,869	\$176,086
FIRE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782
FIRE DEPUTY MARSHAL	26	\$63,564	\$79,349	\$95,134
FIRE EDUCATION SPECIALIST	18	\$39,536	\$49,354	\$59,172
FIRE LIEUTENANT	24	\$54,496	\$68,029	\$81,562
FIRE MARSHAL	29	\$80,072	\$99,957	\$119,841
FIRE PREVENTION OFFICER	19	\$41,513	\$51,822	\$62,131
FIREIGHTER I	18	\$39,536	\$49,354	\$59,172
FIREIGHTER II	19	\$41,513	\$51,822	\$62,131
FIREIGHTER III	20	\$43,589	\$54,413	\$65,237
FISCAL SUPPORT SPECIALIST	13	\$34,104	\$42,571	\$51,042
FISCAL MANAGER	26	\$63,564	\$79,349	\$95,134
FLEET SERVICE COORDINATOR, POLICE	20	\$43,589	\$54,413	\$65,237
FLEET SERVICES COORDINATOR	20	\$43,589	\$54,413	\$65,237
FORENSIC TECHNICIAN	16	\$37,267	\$46,521	\$55,775
GENERAL SUPERVISOR, ROADS	23	\$50,459	\$62,990	\$75,520
GIS ANALYST	20	\$43,589	\$54,413	\$65,237
GIS SPECIALIST SUPERVISOR	24	\$54,496	\$68,029	\$81,562
GRANT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
GRANT DESIGNER	20	\$43,589	\$54,413	\$65,237
GROUNDS & PARKS MAINTENANCE WORKER	8	\$29,419	\$36,724	\$44,029
HEAVY EQUIPMENT MECHANIC	16	\$37,267	\$46,521	\$55,775
HEAVY EQUIPMENT OPERATOR	15	\$36,181	\$45,166	\$54,151
HR GENERALIST	22	\$48,056	\$59,990	\$71,924
HUMAN RESOURCES SPECIALIST	14	\$35,127	\$43,589	\$52,574
INFORMATION TECHNOLOGY DIRECTOR	31	\$93,396	\$116,589	\$139,782
LEGISLATIVE SPECIALIST (COUNCIL AID)	PT	SEE RATE		
LIFEGUARD	8	\$27,730	\$34,616	\$41,502
MAINTENANCE WORKER	6	\$23,419	\$29,419	\$35,724
MAINTENANCE WORKER, SENIOR	8	\$29,419	\$36,724	\$44,029
MANAGEMENT / POLICY ANALYST I	18	\$39,536	\$49,354	\$59,172
MANAGEMENT / POLICY ANALYST III	23	\$50,459	\$62,990	\$75,520

MARKETING SPECIALIST	13	\$34,104	\$42,571	\$51,042
MUNICIPAL COURT CLERK	14	\$35,127	\$43,589	\$52,574
MUNICIPAL COURT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
NETWORK ADMINISTRATOR	24	\$54,496	\$68,029	\$81,562
NETWORK SPECIALIST	20	\$43,589	\$54,413	\$65,237
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768	\$57,133	\$68,499
PARK SERVICES MANAGER	26	\$63,564	\$79,349	\$95,134
PARK SERVICES SUPERVISOR	19	\$41,513	\$51,822	\$62,131
PAYROLL & LEAVE SPECIALIST	11	\$32,146	\$40,129	\$48,112
PERMIT SPECIALIST	18	\$39,536	\$49,354	\$59,172
PLANNER I	20	\$43,589	\$54,413	\$65,237
PLANNER II	23	\$50,459	\$62,990	\$75,520
PLANNER III (Senior)	20	\$43,589	\$54,413	\$65,237
PLANS REVIEWER	28	\$74,141	\$92,552	\$110,964
POLICE CAPTAIN	34	\$117,653	\$146,869	\$176,086
POLICE CHIEF	31	\$93,396	\$116,589	\$139,782
POLICE CHIEF	34	\$117,653	\$146,869	\$176,086
POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499
POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562
POLICE LIEUTENANT	29	\$80,072	\$99,957	\$119,841
POLICE MAJOR	19	\$41,513	\$51,822	\$62,131
POLICE OFFICER I	20	\$43,589	\$54,413	\$65,237
POLICE OFFICER II	21	\$45,768	\$57,133	\$68,499
POLICE OFFICER III	25	\$58,856	\$73,471	\$88,087
POLICE OFFICER, PILOT	22	\$48,056	\$59,990	\$71,924
POLICE SERGEANT	19	\$41,513	\$51,822	\$62,131
PRE-TRIAL OFFICER	22	\$48,056	\$59,990	\$71,924
PROBATION OFFICER	19	\$41,513	\$51,822	\$62,131
PROBATION OFFICER	27	\$68,649	\$85,697	\$102,744
PROGRAMS & PROBATION MANAGER	26	\$63,564	\$79,349	\$95,134
PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	24	\$54,496	\$68,029	\$81,562
PUBLIC RELATIONS SPECIALIST	18	\$39,536	\$49,354	\$59,172
PURCHASING/PROCUREMENT MANAGER	27	\$68,649	\$85,697	\$102,744
RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,571	\$51,042
RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131
RECREATION CENTER SUPERVISOR	18	\$39,536	\$49,354	\$59,172
RECREATION CENTER SUPERVISOR, ASSISTANT	25	\$58,856	\$73,471	\$88,087
RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029
RISK MANAGER	25	\$58,856	\$73,471	\$88,087
SENIOR BUDGET ANALYST	23	\$50,459	\$62,990	\$75,520
SIGNIFICANT ANALYST	12	\$33,111	\$41,333	\$49,556
SIGNIFICANT (CONTRACT PROFESSIONAL SERVICE)	25	\$58,856	\$73,471	\$88,087
STORM WATER INSPECTOR	27	\$68,649	\$85,697	\$102,744
TRAFFIC OPERATIONS MANAGER	18	\$39,536	\$49,354	\$59,172
TRAFFIC SIGNAL TECHNICIAN	21	\$45,768	\$57,133	\$68,499
TRAFFIC SIGNALS SUPERVISOR	12	\$33,111	\$41,333	\$49,556
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556
TREASURY MANAGER	28	\$74,141	\$92,552	\$110,964



Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ACCOUNTANT	25	\$58,856	\$73,471	\$88,087	
ACCOUNTING ASSOCIATE	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE COORDINATOR I	18	\$39,536	\$49,354	\$59,172	
ADMINISTRATIVE COORDINATOR II	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151	
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556	
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711	
ADMINSITRATIVE CLERK	6	\$27,730	\$34,616	\$41,502	
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151	
AQUATICS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
ARBORIST	19	\$41,513	\$51,822	\$62,131	
ASSISTANT TO THE CITY MANAGER	31	\$93,396	\$116,589	\$139,782	
AUDIO/VISUAL TECHNICIAN	17	\$38,385	\$47,917	\$57,448	
BUDGET ANALYST	22	\$48,056	\$59,990	\$71,924	
BUDGET MANAGER	30	\$86,478	\$107,953	\$129,428	
<b>BUILDING PERMIT INSPECTOR</b>	<b>18</b>	<b>\$39,536</b>	<b>\$49,354</b>	<b>\$59,172</b>	New Title
BUSINESS TAX INSPECTOR	16	\$37,267	\$46,521	\$55,775	
BUSINESS TAX SPECIALIST	11	\$32,146	\$40,129	\$48,112	
CHIEF FINANCIAL OFFICER	34	\$117,653	\$146,869	\$176,086	
<b>CHIEF JUDGE</b>	<b>DETERMINED BY CONTRACT</b>				Courts
CITY CLERK	29	\$80,072	\$99,957	\$119,841	
CITY ENGINEER	28	\$74,141	\$92,552	\$110,964	
<b>CLERK OF MUNICIPAL COURT</b>	<b>25</b>	<b>\$58,856</b>	<b>\$73,471</b>	<b>\$88,087</b>	Courts
<b>CODE ENFORCEMENT ADMINISTRATOR</b>	<b>27</b>	<b>\$68,649</b>	<b>\$85,697</b>	<b>\$102,744</b>	New Title
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562	
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151	
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775	
CODE ENFORCEMENT TEAM LEADER	18	\$39,536	\$49,354	\$59,172	
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	\$116,589	\$139,782	
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
CONTROLLER	31	\$93,396	\$116,589	\$139,782	
<b>COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)</b>	<b>DETERMINED BY CONTRACT</b>				Courts
CREW LEADER	13	\$34,104	\$42,573	\$51,042	
CREW SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237	
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
<b>CRIMINAL INFORMATION SYSTEMS TECHNICIAN</b>	<b>14</b>	<b>\$35,127</b>	<b>\$43,850</b>	<b>\$52,574</b>	Police IT
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134	
<b>DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES</b>	<b>25</b>	<b>\$58,856</b>	<b>\$73,471</b>	<b>\$88,087</b>	Courts
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841	
<b>DEPUTY DIRECTOR, PLANNING</b>	<b>29</b>	<b>\$80,072</b>	<b>\$99,957</b>	<b>\$119,841</b>	Title change
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841	
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562	
<b>DEVELOPMENT SITE INSPECTOR</b>	<b>20</b>	<b>\$43,589</b>	<b>\$54,413</b>	<b>\$65,237</b>	Title change
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237	
DIRECTOR OF HUMAN RESOURCES	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, PARKS & RECREATION	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, TRANSPORTATION	31	\$93,396	\$116,589	\$139,782	



Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141	\$92,552	\$110,964	
ENGINEERING TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
ENGINEERING TECHNICIAN, SENIOR	20	\$43,589	\$54,413	\$65,237	
ENVIRONMENTAL COURT COORDINATOR	19	\$41,513	\$51,822	\$62,131	
EQUIPMENT OPERATOR	10	\$31,210	\$38,961	\$46,711	
EQUIPMENT OPERATOR, SENIOR	12	\$33,111	\$41,333	\$49,556	
<b>LAND DEVELOPMENT INSPECTOR</b>	<b>19</b>	<b>41512.92</b>	<b>51821.73</b>	<b>62130.54</b>	Title change
EXECUTIVE ASSISTANT	19	\$41,513	\$51,822	\$62,131	
EXECUTIVE ASSISTANT MAYOR	21	\$45,768	\$57,133	\$68,499	
FINANCIAL SYSTEMS MANAGER	26	\$63,564	\$79,349	\$95,134	
FIRE BATTALION CHIEF	27	\$68,649	\$85,697	\$102,744	
FIRE CAPTAIN	26	\$63,564	\$79,349	\$95,134	
FIRE CHIEF	34	\$117,653	\$146,869	\$176,086	
FIRE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
FIRE DEPUTY MARSHAL	26	\$63,564	\$79,349	\$95,134	
FIRE EDUCATION SPECIALIST	18	\$39,536	\$49,354	\$59,172	
FIRE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
FIRE MARSHALL	29	\$80,072	\$99,957	\$119,841	
FIRE PREVENTION OFFICER	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER I	18	\$39,536	\$49,354	\$59,172	
FIREFIGHTER II	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER III	20	\$43,589	\$54,413	\$65,237	
FISCAL SUPPORT SPECIALIST	13	\$34,104	\$42,573	\$51,042	
FLEET MANAGER	26	\$63,564	\$79,349	\$95,134	
FLEET SERVICE COORDINATOR, POLICE	20	\$43,589	\$54,413	\$65,237	
<b>FLEET SERVICES COORDINATOR</b>	<b>20</b>	<b>\$43,589</b>	<b>\$54,413</b>	<b>\$65,237</b>	Police Fleet
FORENSIC TECHNICIAN	16	\$37,267	\$46,521	\$55,775	
GENERAL SUPERVISOR, ROADS	23	\$50,459	\$62,990	\$75,520	
<b>GIS ANALYST</b>	<b>20</b>	<b>\$43,589</b>	<b>\$54,413</b>	<b>\$65,237</b>	Compression
<b>GIS MANAGER</b>	<b>24</b>	<b>\$54,496</b>	<b>\$68,029</b>	<b>\$81,562</b>	Classification Change
GRANTS ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	
GRAPHIC DESIGNER	20	\$43,589	\$54,413	\$65,237	
GROUNDS & PARKS MAINTENANCE WORKER	8	\$29,419	\$36,724	\$44,029	
HEAVY EQUIPMENT MECHANIC	16	\$37,267	\$46,521	\$55,775	
HEAVY EQUIPMENT OPERATOR	15	\$36,181	\$45,166	\$54,151	
HR GENERALIST	22	\$48,056	\$59,990	\$71,924	
HUMAN RESOURCES SPECIALIST	14	\$35,127	\$43,850	\$52,574	
<b>INFORMATION TECHNOLOGY DIRECTOR</b>	<b>31</b>	<b>\$93,396</b>	<b>\$116,589</b>	<b>\$139,782</b>	New Title
<b>LEGISLATIVE SPECIALIST (COUNCIL AID)</b>	<b>PT</b>	<b>SET RATE</b>			New Title
LIFEGUARD	8	\$29,419	\$36,724	\$44,029	
MAINTENANCE WORKER	6	\$27,730	\$34,616	\$41,502	
MAINTENANCE WORKER, SENIOR	8	\$29,419	\$36,724	\$44,029	
MANAGEMENT / POLICY ANALYST I	18	\$39,536	\$49,354	\$59,172	
MANAGEMENT / POLICY ANALYST III	23	\$50,459	\$62,990	\$75,520	
MARKETING SPECIALIST	13	\$34,104	\$42,573	\$51,042	
<b>MUNICIPAL COURT CLERK</b>	<b>14</b>	<b>\$35,127</b>	<b>\$43,850</b>	<b>\$52,574</b>	Courts
<b>MUNICIPAL COURT ADMINISTRATOR</b>	<b>27</b>	<b>\$68,649</b>	<b>\$85,697</b>	<b>\$102,744</b>	Courts
<b>NETWORK ADMINISTRATOR</b>	<b>24</b>	<b>\$54,496</b>	<b>\$68,029</b>	<b>\$81,562</b>	New Title
NETWORK SPECIALIST	20	\$43,589	\$54,413	\$65,237	
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768	\$57,133	\$68,499	
PARK SERVICES MANAGER	26	\$63,564	\$79,349	\$95,134	



Proposed COSF Job title	Grade	Min	Mid	Max	Comments
PARK SERVICES SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
PAYROLL & LEAVE SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PERMIT SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PLANNER I	18	\$39,536	\$49,354	\$59,172	
PLANNER II	20	\$43,589	\$54,413	\$65,237	
PLANNER III (Senior)	23	\$50,459	\$62,990	\$75,520	
PLANS REVIEWER	20	\$43,589	\$54,413	\$65,237	
POLICE CAPTAIN	28	\$74,141	\$92,552	\$110,964	
POLICE CHIEF	34	\$117,653	\$146,869	\$176,086	
POLICE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499	
POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
POLICE MAJOR	29	\$80,072	\$99,957	\$119,841	
POLICE OFFICER I	19	\$41,513	\$51,822	\$62,131	
POLICE OFFICER II	20	\$43,589	\$54,413	\$65,237	
POLICE OFFICER III	21	\$45,768	\$57,133	\$68,499	
POLICE OFFICER, PILOT	25	\$58,856	\$73,471	\$88,087	
POLICE SERGEANT	22	\$48,056	\$59,990	\$71,924	Police Compress/PIII
PRE-TRIAL OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROBATION OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROFESSIONAL ENGINEER	27	\$68,649	\$85,697	\$102,744	
PROGRAMS & PROBATION MANAGER	25	\$58,856	\$73,471	\$88,087	Courts
PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				
PUBLIC RELATIONS SPECIALIST	18	\$39,536	\$49,354	\$59,172	New Title
PURCHASING/PROCUREMENT MANAGER	27	\$68,649	\$85,697	\$102,744	
RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520	New Title
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,573	\$51,042	
RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	New Title
RECREATION CENTER SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536	\$49,354	\$59,172	
RECREATION MANAGER	25	\$58,856	\$73,471	\$88,087	
RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029	
RISK MANAGER	25	\$58,856	\$73,471	\$88,087	
SENIOR BUDGET ANALYST	23	\$50,459	\$62,990	\$75,520	
SIGN FABRICATOR	12	\$33,111	\$41,333	\$49,556	
SOLICITOR (CONTRAT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				Courts
STORM WATER INSPECTOR	17	\$38,385	\$47,917	\$57,448	New Title
TRAFFIC OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
TRAFFIC SIGNAL TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
TRAFFIC SIGNALS SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556	
TREASURY MANAGER	28	\$74,141	\$92,552	\$110,964	